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ABSTRACT

As one of a number of pilot projects to test the concept of using community and resource development Extension agents and paraprofessionals to help citizens and public officials interact and deal with controversial issues confronting their communities, the Citizens Education Project worked with citizens in selected communities of the five counties on the lower Eastern Shore of Maryland in gathering information relative to the rate of unemployment and underemployment in those communities. Data were collected from three field surveys made in the five counties. Two of the surveys described the employment-unemployment picture in those communities and included information on training and skills, both possessed and desired. The third survey determined the composition of the existing labor force, of industries in the area, and of the opportunities for jobs and training provided by those firms. Data indicated that a large percentage of the unemployed were 25 years of age or less. That group and the early thirties age group were willing to undergo occupational training for job entry or occupational upgrading. It was recommended that the Maryland Cooperative Extension Service work with community groups to develop a career development continuum and to improve community quality of life. (Author/CM)

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COOPERATIVE EXTENSION SERVICE
UNIVERSITY OF MARYLAND-COLLEGE PARK
UNIVERSITY OF MARYLAND-EASTERN SHORE

CITIZENS EDUCATION PROJECT

REPORT

NO. 1, UMES-CRD

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Citizens Education Project

Report

Published January 1978

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Chapter I

INTRODUCTION

Extension Service USDA has encouraged several state Cooperative Extension Services to implement pilot projects to test the concept of using community and resource development Extension Agents and paraprofessionals in helping citizens and public officials interact and deal productively with controversial issues confronting their communities. This interaction includes the identification of community opportunities and problems, establishment of goals and priorities, fact collection and analysis, study of alternative solutions to problems, selection of an acceptable course of action to solve the problem and implementation of this action.

The Citizen Education Project (CEP) is such a pilot project. The CEP, which involves community and resource development (C&RD) Extension agents and paraprofessionals, works with citizens in selected communities of the five counties on the lower Eastern Shore of Maryland in gathering information that is relative to the rate of unemployment and underemployment in these communities. These citizens assumed that the rate of unemployment and underemployment was high and wanted to know if this was true and, if so, what they could do to alleviate the situation. Hence, they asked the Maryland Cooperative Extension Service-University of Maryland, College Park and Eastern Shore (MCES,UMCP & UMES) for help. This publication describes how the MCES - UMCP & UMES assisted these citizens with their problem.

The publication includes data collected from three field surveys that were made in the five lower Eastern Shore counties. Two of the surveys describe the employment-unemployment picture in these selected communities and include information on training and skills--both possessed and desired.

The third survey determines the composition of the existing labor force, of industries in the area and of the opportunities for jobs and training that are provided by these firms. These surveys give very pertinent data for analyzing and alleviating unemployment at that time. Recommendations for follow-up activities are included.

History and Purposes of the Citizens Education Project

The project proposal (appendix A) was written by Garnie Polson, Leon Johnson and James Perkins, C&RD Extension agents, and Jerome Klement, C&RD state leader, as a follow-up project to the teamwork program which was conducted in 1971.

The teamwork program was developed to help selected communities on the lower Eastern Shore of Maryland become familiar with what is involved in and the advantages of properly organizing themselves as a group(s) for identifying their problems, setting objectives and developing plans of action that would lead to community problem solutions.[1]

Prior to the teamwork project, C&RD Extension agents, using the C&RD process, worked with groups and individuals of communities on an individual basis to familiarize them with what is involved and the advantages of properly organizing themselves as a group(s) to identify their community problems, set objectives and develop plans of action that would lead to problem solutions.

The C&RD process on a multi-county basis was used for the first time by C&RD Extension agents on the lower Eastern Shore during the implementation of project "Teamwork In Lower Eastern Shore Communities".[2] One of the follow-up projects of the teamwork project was the formation of the Community Organization for Progress, Inc. (COP).

COP was organized in February 1972 and was later incorporated in October of that same year. The purposes of this organization are:

a.) To develop the human, economic and institutional resources in the lower Eastern Shore of Maryland.

b.) To enhance the development of community facilities and recreational opportunities of lower Eastern Shore of Maryland.[3]

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1. A. Stewart Holmes, "Teamwork In Lower Eastern Shore Communities: Title I. HEA, Final Project Report", University of Maryland, Eastern Shore Extension Programs, 1132 Trigg Hall. Part A, item 7, March 27, 1972.
2. Ibid., Part A, item 12.
3. Constitution and By-Laws of Community Organization for Progress, Article II, Page 1., Route 1, Box 159, Quantico, Md., Oct., 1972.

In the spring of 1973, members of the organization made the assumption that there was a higher rate of unemployment in certain communities of the three-county area represented by their organization than existed in the rest of the state and nation. If this was so, they believed that some action programs could be developed to reduce the rate of unemployment. Working with C&RD Extension agents in the counties where they had members of local community development organizations, COP requested help from the MCES 1890 Extension program component.

Claud C. Marion, assistant director for 1890 Extension programs, informed COP that the Cooperative Extension Service would try to help plan and implement an education program to meet their needs. After consultation with what is now the CEP Steering Committee, the scope of the program was enlarged to include Talbot and Worcester counties.

The proposal was submitted to Dr. Marion and he was able to get the CEP funded as an 1890 Extension program project. A budget was approved for FY 1974-75 to support the CEP (Appendix B).

The purpose of the CEP project was to assist in improving the level of living of disadvantaged families from low-income communities on the lower Eastern Shore and Talbot county through improved job opportunities and skills. Their specific objectives were to:

1. Bring people together from communities with a high index of poverty into a broad-based organization to demonstrate the effectiveness of group-action programs relevant to improving job opportunities in the lower Eastern Shore area.

2. Familiarize people from target communities with sources of assistance and relevant resources that may be brought to bear on their problems.

3. Reduce the level of unemployment in lower Eastern Shore communities and Talbot county that have a high poverty index.

   a. Identify employment opportunities for area residents from target communities.

   b. Identify the number of unemployed, but employable, residents from target communities.

   c. Identify the number of unemployed, but unemployable, residents from target communities.

   d. Determine training needs and plans of action that will lead to problem solutions.

e. Evaluate the effectiveness of group action leading to problem solutions.

CEP Implementation Procedures

On July 1, 1973, Dr. Marion assigned Jerome Klement, state leader, C&RD and Louis Thaxton, newly appointed Extension state specialist of C&RD, as co-directors of the CEP. A steering committee for the CEP was formed (Appendix C). Dean Tuthill, Professor, became a co-director of the project when Dr. Klement resigned from the MCES. The CEP Steering Committee met once a month and special meetings were called from time to time in order to carry out its mission.

Project Questionnaire and Survey

Employment was selected as one of the major problems on the lower Eastern Shore during a series of seminars carried on under the teamwork program. Residents believed that unemployment, under-employment and part-time or seasonal employment reduced their income. Thus, a study of employment became the focus of this Citizens Education Project. Surveys were planned to gain insight and data on the problem.

The field surveys collected data from three questionnaires. The first questionnaire began with the household unit to establish employment-unemployment and related data on each individual in the household. An individual questionnaire followed this to gain more information on individuals who needed or desired help in finding employment or who had potential for occupational skill improvement. The last questionnaire was directed toward employers to determine the sex and racial composition of their employees and the kinds of jobs and training they could offer which might be appropriate for the needs identified in the communities.

Periodically during the surveying period, the program assistants were given instructions on how to summarize and tabulate the data they had gathered. Louis Valenti, a University of Maryland student at College Park, helped prepare and summarize the questionnaires. Richard Douglas, a graduate assistant from the University's Department of Agricultural and Resource Economics, also helped to tabulate and analyze the data and in writing the results.

Descriptions of Communities Surveyed

The following narratives are descriptions of one community surveyed from each county involved in CEP. These descriptions will give you a brief characterization of the types of communities surveyed. The descriptions were written by the program assistants, with the assistance of the C&RD Extension agent in the county where they worked.

Description of a Community in County I

The community was located near two shopping centers, both of which were within walking distance for many people. A large multi-purpose shopping center was only a few minutes from the area. There were four to five local markets in the area which provided convenient services for acquiring basic food needs quickly.

The educational facilities in this area included one Head Start Center and an elementary school with grades 1 to 6.

Transportation in this community consisted of personal automobiles and a public bus transit system.

In terms of closeness to industries, there were only two in the immediate area-- a seasonal agricultural industry and a lumber and logging company. Most of the people easily walked to either of these industries. Individuals who had other types of jobs worked in the nearby incorporated city.

Most of the housing in this area was very poor. In many cases the houses were rundown and inadequate for accommodating the number of persons that lived there. The sewage system was fairly adequate, and nearly everyone had running water. There were a few dirt roads but the majority were paved. Many of these people were getting new low income houses provided by the housing authority. The ages of the people surveyed ranged from 13 to 63, but most were in the age range of 16 to 30.

A little league baseball park and a bowling alley were the only recreational facilities in or near the community.

The general attitude of the people interviewed was that they wanted to work, but could not find jobs. Many of the women said they could not find anyone to care for their children so they had to stay home and/or go on welfare. Ninety percent of the individuals surveyed in this community expressed a desire to be gainfully employed. The average income of most people in this community was between $4,500-$7,500 a year. There were two doctors in the community.

Description of a Community in County II

This small community was situated between two tourist towns. There was a corporate community 4 miles south of it, and another 10 miles north. Local industries were primarily seafood but included grain and cattle farming and horse riding instruction. In fact, about 90 percent of the residents were employed in the seafood industry. A few women were employed in domestic work.

All of the residents lived in modest or below-modest homes, and 90 percent of the residents owned their homes. All homes were equipped with electricity; most had a deep-freeze, telephone, radio

and all had one car and a television.

There was no public recreation in or near the community. All sewage and water facilities were privately acquired. The nearest library, shopping center, hospital, child care center and social agencies were located in an incorporated community 22 miles away. Most adult social activities were religiously oriented. The children in the community lacked involvement with public programs. Social activities for the senior citizens, however, improved greatly after the Title VI Nutrition Program was started.

The community was located in a wooded area. The roads within the community were in fair condition.

The community consisted of	24 families
Residents	77
Residents over 50 years old	21
Children	25
House size ranged from	4 to 7 rooms
Family size ranged from	2 to 6 children
Homes with some indoor plumbing	all
Male ages ranged from	24 to 84 years
Female ages ranged from	20 to 83 years
Average education for males	7th grade
Average education for females	4th grade

Description of a Community in County III

In this community there were 17 homes, and a population of 41 people. Most of the houses were in poor condition. Each one had about three to four rooms including a kitchen, living room and bedroom, but no bathroom. There were some families with six or more children living in these homes. In some instances, three families shared one outdoor toilet and a pump for water. Many of the homes had leaky roofs. In addition to this, many other repairs were needed.

Description of a Community in County IV

The people living in this community were predominately black. It was located in a rural area and 78 percent of the residents owned their homes. Most of the homes needed renovation.

Beach resorts were within 10 miles and provided various types of entertainment for all ages. A child development center under Head Start rendered services to disadvantaged children and their families. There were two Methodist churches in the community.

The people had a Community Improvement Association which was similar to COP. The members were aware of the effectiveness of group-action programs, but because of the limited number of faithful members, the organization was not as productive as it could be.

Sixty-two percent of the people had a high school education. Fifteen percent were college graduates, and 23 percent had very little education.

The jobs in this area, mostly agriculturally related and service jobs, were offered during the summer months. Because the traditional retail stores and law firms in the area did not hire a large number of minorities, the clientele in the community had no other choice but to take the low paying jobs offered by poultry plants, feed mills and the service jobs in the adjacent corporate community. Instead of taking advantage of the rural-type jobs, such as farming, lumber work, landscaping, etc., the people of this community seemed to prefer urban-type work. Individuals over 30 years old seemed to be content with the jobs in the area. These people believed that the youth should have higher status jobs, preferably within the area. Implementing training programs was essential in getting young people into higher status jobs in or out of the area.

Description of a Community in County V

This heavily populated community was located in the downtown section of a small town with a population of approximately 3,500 people. The community itself had a population of about 185 people. It is an all black community.

When riding through the small streets, the most noticeable characteristic of the town was the great similarity of all the houses and the drab-colored shingle sides. There were only a few painted homes. Seven of the homes were owned or were being purchased. Some homes did not have front yards. There was no trees, very little grass and few flowers or shrubs. Most of the homes were old, decrepit and obsolete.

The street lighting was fairly new. The two smallest streets were old, but the main street had been topped-black recently. Cars had to be parked directly in front of apartments or homes, which sometimes made it difficult to drive through the streets, especially with pedestrians using the streets.

On two of the streets, none of the homes had indoor toilets and running water; the other homes in the town, however, had these facilities.

The residents were very close to grocery stores, a post office and utility payment offices. They were one-half mile from the fire station and the junior high school; and 1 mile from the public library, and the elementary and the high schools.

Chapter II

FINDINGS OF THE STUDY

Household Survey

In the survey of households, each county C&RD agent selected the communities, or neighborhoods within a community, for study. All of the households within this designated, contiguous area were to be contacted by the program assistants.

The communities were selected because the agent, from previous work in the communities, deemed them appropriate ones for study and because he wished to gain more information to pursue community development objectives. The communities were thus not randomly selected and the data collected cannot be used as representative of the county or the area in which the community is located. In fact, the community was selected as one in need of help, so the employment picture could be worse than what existed in the county or region. The information, as summarized, shows the situation at the time of the survey in the designated community. The community will not be identified with the data.

The interviewers visited each household within the community and collected information from all who were willing to cooperate. The questionnaire identified the head of household (male or female), the spouse if present, the children living in the household and other related or unrelated individuals who were part of the household. The age, education and employment status were ascertained (as completely as possible) for all of these individuals. If the person was employed at the time, their occupation and name of employer were recorded. If the person was unemployed, this was recorded along with the additional information on whether the person was employable and seeking employment, or unemployable and why.

Additional information was obtained on the work incentive program and whether or not the person was registered or wished to be registered with Employment Security. Registration on Form 511A for Employment Security was arranged for, and encouraged, by the program assistant. Information on housing, whether owned or rented and its condition, was also obtained.

In summarizing the information, the household member responses in each community were added together. The communities were combined into a county total, and the counties were combined into a five-county total. In addition, each community was broken down into four age-sex groups; the male head-of-household, female head or wife, young people in the household who were out of school through the age of 25, and others in the household age 26 and above. These categories were selected to pinpoint the greatest employment needs.

Employment Status

The combined five-county totals for employment-unemployment by the four age-sex groups is documented in Table I. These are not county or regional data; they are only the sum of the selected communities from each county.

The total number of persons enumerated was 1,022; 32 percent were male heads, 42 percent were female heads or wives, 18 percent were young people and 8 percent were age 26 and over. This total figure does not include all persons enumerated as children who were in school or of preschool age were not included.

Of the total number of persons included, 62 percent were employed and 38 percent were unemployed. The percentage figures in this table are a proportion of the total number of persons in each age-sex group. This overall unemployment figure includes both employable (nearly one-third of the number unemployed) and unemployable (over two-thirds). These figures are analyzed further in Table II. Of the employed (62 percent), 48 percent were employed full-time and 14 percent were part-time or seasonal.

By the age-sex groups, the male heads had the highest employment rate (78 percent) and the highest full-time employment rate (68 percent, or 87 percent of those employed).

The employment for female heads, or wives, dropped to 58 percent of the total, of which about two-thirds were full-time. Fifty-five percent of the young people were employed, and 40 percent of those over 26 years of age were employed. Of the young people employed, 80 percent were employed full-time, and 81 percent of those over 26 (age 26-plus) were employed full-time.

Of all categories, the male heads had the highest proportion of employment and full-time employment. The category of people age 26 and over had the lowest proportion of employment (40 percent) and female heads or wives had the lowest proportion of full-time employment of those employed.

The category of unemployment in Table I includes all of those not working, whether employable or unemployable. It can be seen that a very high proportion of the unemployed female heads or wives were unemployable. Wives who were full-time housewives, who did not want

Table I. General Employment Data for Selected Communities on the Lower Eastern Shore Combined into a Five County Total by Age-Sex Categories.

Age-Sex Group		1 Number of Persons	Employment			Unemployment		
			2 Total	3 Full Time	4 Part Time	5 Total	6 Employ-able	7 Unemploy-able
Male Head	Number	324	252	220	30	72	18	54
	Percentage*		77.8	68.5	9.3	22.2	5.5	16.7
Female Head or Wife	Number	434	251	164	87	183	19	164
	Percentage*		57.8	37.8	20.0	42.2	4.4	37.8
Young People (to age 26)	Number	184	101	81	20	83	67	16
	Percentage*		54.9	44.0	10.9	45.1	36.4	8.7
Others (age 26 plus)	Number	80	32	26	6	48	18	30
	Percentage*		40.0	32.5	7.5	60.0	22.5	37.5
Total	Number	1022	636	491	143	386	122	264
	Percentage*		62.2	48.2	14.0	37.8	12.0	25.8

*The percentages are proportions of the total number of persons in that category.

work, and were not seeking work, were counted as unemployed and unemployable. If they were able to work and were seeking work but unemployed, they were unemployed and employable. This is a compromise dictated mainly in order to have this data coincide with official labor statistics.

Unemployment rates are the number of persons out of work and seeking work as a proportion of the total labor force. These data will be presented in Table II. This interpretation is misleading for housewives because a housewife is, in a real sense, fully and productively employed. However, she is not listed in the employment census definition. Also she may be employable, but if she is not seeking work, again she is not by census definition part of the labor force and was placed in the unemployed-unemployable column. This will be enlarged upon in the next section.

By contrast, 36 percent of the total young people were employable, or 81 percent of those unemployed. This follows because this group includes few housewives or physically handicapped. Most were able-bodied and were seeking work. Both the male head and the age-26- plus category had a large proportion of their unemployed who were unemployable. Both of these groups included elderly, retired or handicapped individuals.

The category of members of the household who were age 26 and over were predominately female, and tended to be in their late twenties or early thirties and still lived at home, or older people (probably grandparents or relatives) in their sixties to eighties. Few in this category were in their forties and fifties.

This group, therefore, represents two distinct elements: (1) younger individuals, mainly female, similar to the young people in having high unemployment but being employable; and (2) an older group being largely unemployed but unemployable because of age or physical disabilities.

The late 20-and 30-year-old persons could well have been included in the young group, but when the age brackets were established, it was not suspected that there would be many young people beyond age 25 in the households. The number is a small proportion of the total.

Table II has more details, mainly on the unemployed for the same categories listed in Table I. The first column lists the labor force in each of the age-sex categories and the total, as well as the percentage this force is of the total number of persons as given in Table I. The labor force, by definition, consists of those working and those unemployed who are able to and are seeking work. This figure is, therefore, the sum of column 2 (employed) and column 6 (unemployed but employable) of Table I.

Table II. Labor Force and Unemployment Data for Selected Communities on the Lower Eastern Shore Combined into a Five County Total by Age-Sex Categories.

Age-Sex Group		1	Unemployed						
			2	Not Seeking Employment***					
		Labor Force*	Seeking Employment**	3 Total Unemployable	4 Housewives	5 Elderly	6 Physically Handicapped	7 Social Services	8 Other
Male Head	Number	270	18	54	--	36	18	--	--
	Percentage	83.3	6.7		--	66.7	33.3	--	--
Female Head or Wife	Number	270	19	164	81	34	38	10	1
	Percentage	62.2	7.0		49.4	20.7	23.2	6.1	0.6
Young People (to age 26)	Number	168	67	16	--	--	7	--	9
	Percentage	91.3	39.9		--	--	43.8	--	56.2
Others (age 26 plus)	Number	50	18	30	--	16	12	1	1
	Percentage	62.5	36.0		--	53.4	40.0	3.3	3.3
Total	Number	758	122	264	81	86	75	11	11
	Percentage	74.2	16.1		30.6	32.6	28.4	4.2	4.2

* The Labor Force consists of the persons working and/or those unemployed but able to and seeking work.

** The percentage figure in the column shows those unemployed but seeking work as a proportion of the labor force.

*** The percentages in these columns are the proportions of the total unemployable.

The next column in Table II shows those who are unemployed but employable and seeking work. The percentage figures in this column are the unemployed as a proportion of the labor force. This figure is comparable to the commonly used unemployment rate statistic. It excludes those unemployable, and housewives and others employable but not seeking work.

The total figure of unemployment was 16.1 percent, or 122 persons who were able to and were seeking work out of the total 758 in the labor force.

The male heads-of-household had the lowest unemployment rate at 6.7 percent. The female heads and wives were a little higher at 7.0 percent. The young people had the highest unemployment rate of about 0 percent. The category of age-26-plus also had a high rate of unemployment (36 percent) as this group in the labor force (numbering 50) contained the younger people. The elderly were mostly excluded from labor force as unemployable or not seeking work.

The unemployable-and-not-seeking-work category are followed by categories stating the reason for being unemployable. The figure for unemployable male head consisted of 54 out of the total of 324, or 16.7 percent. Two-thirds (36) of these were aged, one-third (18) were physically handicapped. One hundred and sixty-four of the 434 female heads, or wives, were unemployable, and 81, or just about half of these unemployable, were full-time housewives. About 20 percent were aged and 23 percent were physically handicapped.

Some, perhaps most, of these two groups were at least partially fulfilling duties of housewives. Some of the females were on welfare and unable to work because they had small children (6 percent). Again, most of the unemployable housewives were fully employed and contributing members of society but were not, by census definition, a part of the work force. They were not part of the unemployed because they wished to work in the home and were not seeking outside work. Many of them were probably able to work and, at one time may have been in the labor force or when their children are grown, may enter the labor force.

The young people have only a small number (16 youths or 8.7 percent of the total) who are unemployable, and of these, 44 percent were handicapped and 56 percent were not working or seeking work for other reasons. An occasional other reason was that they did not want to work and were not seeking employment. The unemployable of those 26 and over were largely elderly or physically handicapped.

Information similar to that enumerated above is given in Appendix Table D for the counties, both by unidentified communities and by age-sex categories. The employment picture in the selected communities in the individual counties had a similar pattern but exhibited some notable differences from the five-county summary. The young people had a relatively high unemployment rate (unemployed and seeking work)

in communities in all of the counties. This varied from 21.4 percent in communities in Somerset county to 60.7 percent in Wicomico county. In some cases, the male-head unemployment rate was higher than the female. The unemployment rate among male heads varied from a low of none in communities in Worcester county to a high of 10.9 percent in Somerset county. The female unemployment rate varied from a low of 1.1 percent in the communities in Talbot county to a high of 23.1 percent in Wicomico county. For further details, see Appendix Table D.

Education

The educational level of the selected communities in the five-county area appeared to be higher than what might be suspected. Out of the total sample population, 6.1 percent had attained some additional education or training beyond high school graduation (Table III) In addition, 30.5 percent of the sample population were high school graduates, while those persons completing 10 to 11 and 7 to 9 years of school accounted for 24.1 percent and 23.5 percent respectively. Only 15.8 percent of the total sample population had a sixth grade education or less.

Table III. Years of School Completed in Selected Communities on the Lower Eastern Shore by Age-Sex Categories.

Age-Sex Group		Years of School Completed					
		0-6	7-9	10-11	12	Over 12	Total
Male Head	Number	53	68	58	64	19	262
	Percentage	20.2	26.0	22.1	24.4	7.3	100.0
Female Head or Wife	Number	59	91	110	72	24	356
	Percentage	16.6	25.6	30.9	20.2	6.7	100.0
Young People (to age 26)	Number	--	17	16	93	5	131
	Percentage	--	13.0	12.2	71.0	3.8	100.0
Others (age 26+)	Number	18	18	15	23	2	76
	Percentage	23.7	23.7	19.7	30.3	2.6	100.0
Average of All Groups	Number	130	194	199	252	50	825
	Percentage	15.8	23.5	24.1	30.5	6.1	100.0

Male heads of households accounted for the largest percentage of persons having education beyond high school (7.3 percent for the five-county area). Young people (persons 25 and under) had the highest proportion (71 percent) as a single group for the completion of high school.

The contrast of young people to other groups in completion of twelfth grade is encouraging, and it is probably understated, as this category is defined as those out of school to 26 years of age. This would include high school dropouts, but not 16 to 18 year-olds who were still in school. Also, the low proportion of young people going beyond high school is very misleading because the young people attending college or a similar school of higher education would not be included in the young people category, or even as members of the household.

The highest concentration of a particular group having six years or less of education was others (persons 26 years of age and older and not heads of households). Twenty-four percent of those surveyed fell into this category.

One of the more revealing findings of the survey was the high level of education in the community located in Worcester county. For the three groups (males, females and young people), the county's average for those completing high school was 61.2 percent. Furthermore, for this same grouping, 17.8 percent had education beyond high school. These figures are far above the average for the five-county area. This may be accounted for by the fact that only one community in Worcester county was surveyed, while in other counties the number of communities surveyed ranged from three to six. Therefore, figures are not representative for the entire county.

Wicomico and Worcester counties had the highest proportion of young people completing high school, 89.6 percent and 80.0 percent respectively. In all the counties, young people had the highest proportion that completed high school among all groups. Nevertheless, except for Worcester, they had a generally low proportion with education beyond high school. Again this reflects the bias that was built into the analysis.

Age Distribution

The information attained from the survey also showed the age distribution for the various groups in the communities of the five counties.

The average age for male heads of households was 45.3 years, while female heads and wives was 44.6 years. The average age for young people was 19.9 years, while the average age for others was 51.1 years. The survey revealed that within the other group, age distribution tended to be weighted at both ends. The majority of

people in this group could be found in the age range of 26 to 36 or over 60. There were very few individuals between 36 and 60 years. A reason for this was that the other category consisted of grandparents living in the household and young adults currently staying with their parents.

The age of the male heads of households ranged from 20 to 93 years. The oldest average population, 52.9 years, was in Somerset county and the youngest, 37.6 years, in Worcester county.

Female heads of household age ranged from 18 to 86 years. The oldest sample grouping was in Dorchester and Somerset counties with the average age being 51.3 years and 51.1 years respectively. Worcester county had the youngest female group with the average age being 35.7 years.

There was very little variation among the sample group young perons. Their ages ranged from 16 to 25 years, with the youngest average (18.4 years) in Dorchester county and the oldest (21.2 years) in Worcester county.

Worcester county had the youngest population of the five counties in the survey. From the data, it is quite evident that there was a positive correlation between youth and higher education. For example, Wicomico county has the second highest average educational level for the three groups (males, females and young people) and the second overall youngest population. Somerset county, likewise, has the lowest level of education and the overall oldest population.

Housing

Some data on housing conditions were obtained in the household survey of the selected communities. These data are not representative of the counties or the area. They pertain only to the communities surveyed.

A total of 484 housing units were assessed for ownership and plumbing conditions. Of these, 284 (about 59 percent) were owned and the rest were rented. Male heads of households occupied 315 units and owned two-thirds of these units. Female heads occupied 169 units and rented more than half of them (57 percent).

Table IV. Housing Conditions in Selected Communities on the Lower Eastern Shore by Male and Female Heads.

County Totals		Total Units	Owned	Rented	Indoor Toilet	Water Running	Water Hot
Male Head	Number	315	212	103	273	284	263
	Percentage		67	33	86	90	83
Female Head	Number	169	72	97	136	152	136
	Percentage		43	57	81	90	81
Total	Number	484	284	200	409	436	399
	Percentage		58.7	41.3	84	90	82

The housing standards in plumbing were fairly good - far better than census data would indicate for these counties. These data probably represent more urban and less rural situations, especially for the communities in and around Salisbury, than would exist overall. Eighty-four percent of all the units had indoor toilets, and this was only slightly less for female headed homes (81 percent) than male (86 percent). Even more homes had running water (90 percent in all categories) and slightly fewer homes (81 to 83 percent) had hot water.

Employer Survey

The labor force on the Eastern Shore was analyzed from a survey questionnaire of employers in a five-county area. Employers were classified into two groups -- large and small firms. The division between large and small was decided in each county on the basis of the number and size of its firms. The average number of all employed persons in the large firms for the five-county area was 111 persons per firm with 7 percent in management. The small firms employed 12 persons per firm with 22 percent in management.

Large Firms

Management

In the large firms, the management positions were held predominantly by white males. The portion of the managerial positions which they held ranged from a low of 53.7 percent in Wicomico county to a high of 74.3 percent in Somerset county (Table V). For the five-county area, white males held an average of 62.2 percent of the management positions.

White females made up the next highest concentration in management positions. The range was from 15.9 percent in Somerset county to 20.6 percent in Worcester county. The average for the five-county area was 18.4 percent. From the collected data, one can observe that white males and females occupied a very large portion of managerial positions in large firms. The largest concentration was found in Somerset county where they held 90.2 percent of the managerial positions, while the smallest could be found in Wicomico county, where they held 71.2 percent of the management positions. Within the five-county area, whites held an average of 80.6 percent of all the management positions in large firms (Table V).

In the large firms, black males as a group occupied more positions at the managerial level than black females. The range for black males in management positions was from a high of 16.6 percent in Dorchester county to a low of 7.1 percent in Somerset county. Overall for the five-county area, black males held 11.9 percent of the management positions.

Among the five counties in the survey, black females held the greatest proportion of managerial positions in Wicomico county, 17.2 percent. The lowest concentration was found in Somerset county, where they held only 2.7 percent of the management positions. Somerset county also represented the area of lowest concentration of white females in the managerial ranks. Black females held an average of 7.5 percent of all the management positions for the five-county area.

For the five-county area, black males and females combined held an average of only 19.4 percent of management positions in large firms. The percentage of blacks in the managerial ranks ranged from a low of 9.8 percent in Somerset county to a high of 28.8 percent in Wicomico county.

Labor Force

The makeup of the labor force in the large firms differed considerably from the managerial ranks. White males supplied on an average of only 25.5 percent of the total labor force. The highest concentration was found in Wicomico county, where 37.1 percent of white males were in the labor force, while the lowest, 19.7 percent, was found in Dorchester county.

The distribution of white females in the labor force ranged from a low of 18.5 percent in Somerset county to a high of 38.2 percent in Talbot county. For the five-county area, white females occupied 25.6 percent of all jobs in the labor force.

Overall, whites, both male and female, held 51.1 percent of all the positions in the labor force for the five-county area with the highest concentration, 59.0 percent, in Worcester county. The lowest, 39.7 percent was in Somerset county.

Table V. Proportion of Blacks and Whites, Males and Females, in Management and Labor Positions in Large Firms in the Five Counties of the Lower Eastern Shore.

Counties	MANAGEMENT (Percentage)						LABOR (Percentage)					
	White			Black			White			Black		
	M	F	T	M	F	T	M	F	T	M	F	T
Dorchester	54.0	19.0	73.0	16.6	10.4	27.0	19.7	21.4	41.1	29.8	29.1	58.9
Somerset	74.3	15.9	90.2	7.1	2.7	9.8	21.2	18.5	39.7	29.3	31.1	60.4
Talbot	68.0	19.0	87.0	9.0	4.0	13.0	20.6	38.2	58.8	16.6	24.6	41.2
Wicomico	53.7	17.5	71.2	11.6	17.2	28.8	37.1	19.6	56.7	25.3	18.0	43.3
Worcester	60.6	20.6	81.5	15.1	3.4	18.5	28.6	30.4	59.0	17.1	23.9	41.0
Five County Average	62.2	18.4	80.6	11.9	7.5	19.4	25.5	25.6	51.1	23.6	25.3	48.9

On the other hand, blacks occupied 48.9 percent of the total labor positions, with the highest concentration of blacks being found in Somerset county, where they held 60.4 percent of the positions Talbot and Worcester counties had 41 percent - the lowest concentration of blacks in the labor force.

Dorchester and Somerset counties had the highest concentration of black males in the labor force, 29.8 percent and 29.3 percent, respectively. The lowest concentration was in Talbot county where black males held only 16.5 percent of the labor positions. For the five-county area, black males occupied an average of 23.6 percent of the positions in the labor force. Black females occupy, on an average, 25.3 percent of all the labor positions in the five-county area, with a high of 31.1 percent in Somerset county to a low of 18.0 percent in Wicomico county.

Small Firms

Management

In the data on management positions for small firms (Table VI), there exists a very similar makeup in the managerial ranks to that found in the large firms. White males held a greater proportion of these positions. Over the five-county area, white males held 65.1

percent, and in Dorchester, 63.9 percent. The lowest concentration can be found in Wicomico county where white males occupied 41.5 percent of the managerial positions.

Table VI. Proportion of Blacks and Whites, Males and Females, in Management and Labor Positions in Small Firms in the Five Counties of the Lower Eastern Shore.

Counties	MANAGEMENT (Percentage)						LABOR (Percentage)					
	White			Black			White			Black		
	M	F	T	M	F	T	M	F	T	M	F	T
Dorchester	63.9	27.8	91.7	8.3	--	8.3	46.3	17.9	64.2	24.2	11.6	35.8
Somerset	100.0	--	100.0	--	--	--	50.0	28.6	78.6	21.4	--	21.4
Talbot	64.0	21.0	85.0	13.0	41.2	15.0	34.0	31.0	65.0	19.0	16.0	35.0
Wicomico	41.5	17.3	58.8	41.2	--	41.2	55.0	11.0	66.0	27.0	7.0	34.0
Worcester	56.6	18.4	75.0	--	25.0	25.0	16.0	26.0	42.0	13.0	45.0	58.0
Five-County Average	65.1	17.0	82.1	12.5	5.4	17.9	40.3	22.9	63.2	20.9	15.9	36.8

White females held an average of 17.0 percent of all managerial positions in the five-county area. The highest concentration was found in Dorchester county where they occupied 27.8 percent of the management positions. The lowest was in Somerset where they held no management positions.

On the whole, whites occupied 82.1 percent of all management positions in the five counties, while blacks held 17.9 percent of those positions. The highest concentration of whites in the managerial positions was found in Somerset county where they occupied 100 percent of the positions. Wicomico county had the highest concentration of blacks in the management positions with 41.2 percent. Incidentally, there were no black females occupying any management positions in this county. The lowest concentration of blacks in the managerial ranks is zero, found in Somerset county.

For the overall five-county area, black males occupied 12.5 percent of management positions and black females held 5.4 percent.

The highest concentration of black males in the managerial ranks were found in Wicomico county where they held 41.2 percent positions. Black females occupied 25.0 percent of the management positions in Worcester county, which represents the highest area of concentration. This county, however, proved to be the lowest for black males because they did not hold any management positions. This was the case for black females in Wicomico, Dorchester and Somerset counties.

Labor Force

In the labor force of small firms, white males held on an average 40.3 percent of the jobs over the five-county area. Their range was from a low of 16 percent in Worcester county to a high of 55.0 percent in Wicomico county.

White females held on an average 22.9 percent of all labor positions for the same area. Wicomico county had the lowest concentration, 11.0 percent, while Talbot had the highest, 31.0 percent.

The highest concentration of whites in the labor force was found in Wicomico county where they held 66.0 percent of the labor positions. The lowest concentration was in Worcester, where they only held 42.0 percent of the jobs. Consequently, it was Worcester county that had the highest concentration of blacks in the labor force, accounting for 58.0 percent of the total work force. Somerset county had the lowest concentration of blacks in the labor force with 21.4 percent.

Black males occupied on an average 20.9 percent of all labor positions in the small firms. The highest concentration was in Wicomico county where they made up 27.0 percent of the labor force, the lowest was in Somerset county where there were none.

Worcester county, however, had the highest concentration of black females - 45.0 percent of the labor force. The lowest was in Somerset county, which had no black females. Over the total five-county area, black women held 15.9 percent of the jobs in the labor force of small firms.

Summary of Large and Small Firms

From the data on management and labor several observations can be made. The first concerns the average size of the total work force employed by the two sizes of firms. In the large firms the average number of persons involved in the production process for both management and labor was 98.6 as compared to 12.5 for the small firms.

Examination of the data reveals that blacks occupied 46.6 percent of all labor positions in large firms, while whites held 53.4 percent. In the small firms, however, blacks did not fare as well, holding only 35.4 percent of the total jobs, as opposed to whites who held 64.6 percent.

Finally, males held an average 61.8 percent of the total positions in the large firms, while females occupied 38.2 percent. Employment in the small firm tended to be more equally divided between the sexes, with females holding 45.3 percent of the jobs while males held 54.7 percent.

By comparing management with labor in the large firms, it can be seen that management positions made up an average of 7.4 percent of the total positions, while the labor force had 92.6 percent of all of the positions. Numerically, there were 844 persons employed in managerial positions and 10,625 persons as laborers in the sample of large firms.

In the small firms the total number of persons employed at the management level was 244, while the total number engaged in the labor force was 846. This represents an average of 22.4 percent in management and 77.6 percent in labor. As might be expected, small firms had a higher management/labor ration than large firms.

Black-White County Population versus Labor Force Distribution

Table VII shows black population distribution in the sample five-county area and percentage of black population in management and labor positions in large and small firms.

Table VII. Proportion of Blacks in the Population of the Five County Eastern Shore Counties (1970 Census) and in the Labor Force for Large and Small Firms.

County	Population	Black Percent	Large Firms		Small Firms	
			Management Black Percent	Labor Black Percent	Management Black Percent	Labor Black Percent
Dorchester	29,405	30.8	27.0	58.9	8.3	35.8
Somerset	18,924	37.4	9.7	60.4	0.0	21.4
Talbot	23,682	24.2	13.0	41.0	15.0	35.0
Wicomico	54,236	21.2	28.8	43.3	41.2	34.0
Worcester	24,442	32.7	18.5	41.0	25.0	58.0

There appears to be an inverse correlation between percentage of black population in the respective counties and the percentage of blacks in managerial positions in either the large or small firms. For example, Somerset county, which had the highest percentage of

blacks in the sample, had the lowest percentage of blacks in the managerial ranks. Wicomico county, which had the lowest percentage of black population, had the highest number of blacks in management positions.

The labor force showed a somewhat more direct relationship between the black population within the respective counties and employment of blacks, especially in large firms. Blacks in the labor force were highest in large firms in Somerset county and relatively lower in Talbot and Wicomico counties.

Individual Survey

The individual questionnaire, which followed up on individuals in the household who had the desire and potential for job placement or improvement, examined underemployment as well as employment and unemployment. That is, was the individual working part-time or below his capabilities and skill-level? Did he or she want to improve him or herself? Could he or she enter into a job-training program. While the data will be of interest and value in the ongoing employment project, they will have little statistical significance since individuals were not selected randomly in the communities, and these communities were not necessarily representative of each county.

The first part of this section looks at the average of all the selected communities in the five-county area, and the last topic covers some county highlights.

Employment Status

All individuals were classified in categories related to what they were doing at the time of the survey, whether keeping house, working for wages, not working. The greatest proportion of individuals were working for a wage as nonagricultural workers. This accounted for 44 percent of the sample population (Table VIII). The next highest group was housekeeping, making up 21 percent of the sample. Categories which included a number of persons other than the unemployed were those for students (7 percent) and operating a nonagricultural business (4 percent). Very few were in agriculture; in fact, only one person in all the counties operated a farm, and none were farm workers.

Of the individuals interviewed in the selected communities, 21.6 percent of the total were unemployed. Over 9.4 percent were looking for work, 7.1 percent were not working but would be in the near future, 1.7 percent had no foreseeable job, and 3.4 percent were not working and not looking for a job. The housewives also were not working, but generally, they were not looking for work. Therefore, housewives were not counted as part of the labor force. The same would apply for students. These figures, by their selective nature, would be less reliable or representative of employment-unemployment than the data of the household survey.

Table VIII. Employment Status for Individuals in the Selected Communities in the Five Counties of the Lower Eastern Shore.

Employment Status		Number	Percentage
Present Occupations			
Keeping house		134	20.5
Going to school		46	7.1
Working for wages (non agriculture)		288	44.0
Operating own business (non agriculture)		29	4.4
Operating a farm (owner or tenant)		1	0.1
Farm worker		0	0
Looking for work		62	9.4
Not working now, but will in the near future		46	7.1
Not working, no foreseeable job		11	1.7
Not working and not looking for a job		22	3.4
Other		15	2.3
Full-time Work		314	68.7
Part-time Work		143	31.3
Working Below Your Ability and Lower Wage	Yes	203	53.0
	No	180	47.0

The survey showed that of those employed 68.7 percent were working full-time while 31.3 percent were working part-time. When asked if they felt they were working below their ability and at lower wages than they should receive, 53.0 percent responded yes while 47.0 percent felt they were working at their ability and receiving a fair wage for their work.

The individuals who were working were further classified by type of work in five general categories: professional, seafood, poultry processing, semi-skilled or unskilled, or sales person and clerical.

In the five-county area, the largest concentration of people in the work force was found in the semi-and unskilled category. This category made up over one-half (52.8 percent) of the total work force. They were followed by seafood workers, 16.9 percent; professional workers, 13.3 percent; people engaged in clerical and sales work, 10.1 percent, and people working in the poultry industry, 6.9 percent.

As noted, many of the jobs on the Eastern Shore are part-time or seasonal. The two largest areas of concentration of part-time or seasonal work were in the seafood industry, which consisted primarily of cleaning and picking crabs, and in the semi-and unskilled jobs. The seafood workers made up 46 percent of the total seasonal and part-time work force. The grouping of semi-and unskilled workers performed

a number of tasks such as domestic work, truck driving, construction work, production work, baby sitting, etc. These workers accounted for 45 percent of all seasonal or part-time work. Combined, these two groups made up 91.0 percent of work force that was not employed full-time. The remaining portions were made up of professional workers, 1.8 percent, and clerical and sales person, 7.2 percent.

Seventy-five percent of the part-time work for the five-county area was done during the months of May through September (Table IX). Work began picking up in April (7.9 percent of the man-months), but dropped precipitiously in October to only 2.8 percent, and with only a slight peak in November, remained low all during late fall, winter and the early spring months. The average number of months worked by those working part-time was five months, with a range of from 3 to 10 months. Of the persons working seasonal or part-time, 332 or 77 percent of those replying said that they would rather work full-time, while the rest (100) preferred to continue working seasonally.

Table IX. Seasonal Work of Individuals in the Selected Communities in the Five Counties of the Lower Eastern Shore.

Seasonal-Part-Time Workers	Persons Working Each Month in Part-Time or Seasonal Work											
	J	F	M	A	M	J	J	A	S	O	N	D
Number	10	9	18	45	72	95	93	91	74	16	27	18
Percentage	1.8	1.6	3.2	7.9	12.7	16.7	16.3	16.0	13.0	2.8	4.8	3.2

Training and Relocating

The survey tried to find if those polled had any additional training that could place them in the job market. Forty-four percent were found to have such training (Table X). It ranged from bricklayers, carpenters and mechanics to computer operators to certified nurses. There was no specific dominant skill possessed by a large portion of the sample.

When asked what would keep them from getting training for a new job, 18.5 percent cited a lack of transportation, while 21.7 percent indicated that training hours conflicted with their present job. Nearly one-half (45.9 percent) of those polled said they would accept new training and that it did not conflict with present employment, and transportation was not a limiting factor. When asked if they would move to a new area for a job, 65.6 percent said they would not relocate, while 34.4 percent said they would.

Table X. Training and Relocation of Individuals in the Selected Communities in the Five Counties of the Lower Eastern Shore.

		Total	Percentage
Have training for other work	Yes	230	44.2
	No	290	55.8
What would keep you from obtaining training:			
a. Lack of transportation		88	18.5
b. Conflict with present job		103	21.7
c. Nothing		218	45.9
d. Other		66	13.7
Would move to a new area	Yes	153	34.4
	No	292	65.6

County Highlights

Nonagricultural workers were the largest category of workers in the selected communities in each of the counties, the same as for the region. The proportion varied from a low of 38 percent in Somerset county to a high of 53 percent in Wicomico county. Housewives and those going to school varied greatly among the counties and were related more to the sample selected than real differences among the counties. Employment, likewise, varied but tended to be concentrated in the categories of looking for work or not working but will in the near future. The numbers not working and not looking for a job were concentrated in Somerset county.

Workers were also classified in the counties by type of work--professional, seafood, poultry processing, unskilled or semi-skilled, or clerical-sales categories. In the Dorchester county seafood industry, the professional work and semi-and unskilled categories contained 35, 23 and 25 percent of the workers, respectively. Seasonal work was done by 50 percent of those in the seafood industry; 30 percent of the semi-and unskilled persons worked only part-time. In Talbot county, 55 percent of the work force were in the semi-and unskilled category.

In Somerset county, the seafood industry accounted for 27 percent of the total work force, and 100 percent of the workers in this industry were seasonal. This gave Somerset county and the seafood industry the highest concentration of part-time employment for the five-county area. The largest concentration of workers in Somerset, however, was in the semi-and unskilled category where they made up

46 percent of the work force.

In the ocean-resort-dominated county of Worcester, semi-and unskilled workers accounted for 57 percent of the work force, and 58 percent of these were part-time or seasonal. Most of these workers were in domestic or hotel related work. The poultry industry employed 27 percent of the workers and professionals made up 14 percent of the sample work force.

In Wicomico county semi-and unskilled workers accounted for 82 percent of the sample work force. There were no seafood workers in the sample and few seasonal or part-time workers.

Those working full-time varied from a low of 49 percent in Somerset county to a high of 96 percent in Wicomico county. In contrast, the larger proportion of those who felt they were working below their capacity lived in Wicomico county, 87 percent; the lowest proportion, 28 percent, were in Somerset county.

The seasonality of work was comparable among the counties by being most concentrated in April through September, but the degree of concentration varied among the counties. The five months of May through September, which accounted for 75 percent of the seasonal labor for the five-county area, accounted for 90 percent in Worcester, 68 percent in Somerset, 60 percent in Wicomico, 57 percent in Talbot and 52 percent in Dorchester. This was a consistant decline from east to west, or from Ocean City with its resort domination to Cambridge and Easton.

To the question of whether these part-time workers would prefer to work full-time, 95 to 98 percent said yes in Worcester and Wicomico counties, and only 52 percent in Somerset county. Dorchester and Talbot counties averaged from 75 to 85 percent.

For the region, two-thirds of the workers would not go to another area for a job; the negative response was highest in Somerset with 80 percent who would not, and lowest was in Worcester at 44 percent. The other counties were approximately at the two-thirds level.

Chapter III

SUMMARY, ACCOMPLISHMENTS, CONCLUSION AND RECOMMENDATIONS

Summary

The data compiled from the Citizens Education Project surveys of selected communities on the Eastern Shore of Maryland show that in those communities surveyed:

1. The unemployment rate was higher than the rates reported for the county, state and national government.

2. Out-of-school individuals up to their early thirties in age represented the largest number of unemployed persons who were employable and seeking work.

3. Women had the lowest portion of full-time employment of those employed.

4. Youth had acquired higher levels of education in terms of numbers of grades completed in public and/or private schools than other age categories.

5. The target population indicated a need for more job entry and occupational upgrading training programs.

6. There was a lack of persons in the labor force with skills needed by industries in the area.

7. Transportation to an occupational training site would not be a factor in preventing the majority of those polled from participating in occupational training programs.

8. Employed individuals in the area were working in professional, semi-skilled and unskilled positions in the seafood, poultry processing, retail-clerical service industries and the secretarial services.

9. Agricultural jobs were not sought by those interviewed or those interviewed did not possess the skills required of employers in these types of jobs.

10. Two-thirds of the part-time workers preferred full-time employment.

11. Management positions were predominantly held by white males.

12. The majority of the residents indicated that they would not relocate geographically for the purpose of acquiring a job.

13. Plumbing standards reported were found to be better than the 1970 census data showed.

14. The target population demonstrated that they could work with decision makers in improving some aspect of the quality of life in their communities.

Accomplishments

1. During the implementation of the project more than 310 persons attended six seminars developed and implemented by the Community Organization for Progress, Inc., the Maryland Committee for Humanities and Public Affairs and the Maryland Cooperative Extension Service, University of Maryland College Park - Eastern Shore (MCES). These seminars exposed the audience to alternative ways to eliminate unemployment and underemployment. The majority of those attending the seminars rated the information they received as being very valuable.

2. Six hundred seventy-three persons requested help in securing planned, formal and/or informal learning experiences designed to help them attain personal goals with a focus on occupational training and employment.

3. Three hundred fifty persons requested help in securing planned, formal and/or informal learning experiences designed to help them attain personal goals other than occupational ones.

4. Three hundred thirty persons were referred to the Employment Security Administration.

5. Two hundred thirty-seven persons acquired jobs.

6. Sixty-three persons were placed in occupational training programs.

7. Six hundred forty-two persons were referred to other agencies, organizations, et cetera, for assistance.

8. More than 3,000 persons have been exposed to "lay leadership development materials" developed by ES/USDA, the Alabama Cooperative Extension Service and MCES.

9. Two MCES inservice training programs having a predetermined objective for improving MCES faculty competencies in working with, and providing MCES services to disadvantaged, hard to reach, unreached and limited resource persons were approved by the MCES Advisory Committee on staff development.

Conclusion

A large percentage of the unemployed were in category of 25 years of age or less. This group, along with the age group up to their early thirties, were willing to undergo occupational training for job entry or occupational upgrading. This suggests that more vocational-technical education programs within the area may encourage youth to remain in and/or return to school to seriously prepare for a career. That is, youth should acquire job skills that are in demand by area employers if they are reluctant to leave the area, or acquire skills in demand in areas where they might be willing to relocate.

Recommendations

1. The MCES work with COP and/or other community groups to develop a career development continuum similar to the one described in the Ohio Career Development Continuum (see page 44 Appendix I). This can be accomplished with more interagency cooperation between the Maryland Employment Security Administration, the State Department of Education, Division of Vocational-Technical Education, the Delmarva Advisory Council, etc.

2. The MCES continue work with citizens, leading individuals and various interest groups in developing or improving their organizations and institutional arrangements to help improve the quality of life in their communities. This includes improving private and public housing, education, recreation, and other community services and facilities. A game plan for achieving this recommendation or objective would be to have a particular MCES county faculty and citizen group, preferably a group with a large membership of hard to reach, unreached and limited resource persons, improve and/or develop their organizational or institutional arrangement by actually working through the community development processes needed to improve some aspect of their community's quality of life.

3. MCES rewrite some information gleaned from this report in simple language, graphs, charts, tables, etc., and disseminate this information in leaflet or bulletin form to MCES and other professionals for distribution to their hard to reach, unreached and limited resource clientele.

APPENDICES

Appendix A

PROPOSAL FOR

CITIZEN EDUCATION FOR IMPROVING THE LEVEL OF LIVING

OF LOW-INCOME FAMILIES FROM SELECTED COMMUNITIES ON THE LOWER

EASTERN SHORE OF MARYLAND THROUGH ORGANIZED

COMMUNITY GROUP ACTION

PROGRAM OBJECTIVES

The purpose of this project is to assist in improving the level of living of disadvantaged families from low income communities on the lower Eastern Shore counties of Maryland through improved job opportunities and skills. Specific objectives are:

1. To bring people together from communities with a high index of poverty into a broad-based organization to demonstrate the effectiveness of group action programs relevant to improving job opportunities in the lower Eastern Shore area of Maryland.

2. To familiarize people from target communities with sources of assistance, and relevant resources that may be brought to bear on their problems.

3. To reduce the level of unemployment in lower Eastern Shore communities and Talbot County with a high index of poverty.

   a. To identify employment opportunities for area residents from target communities.

   b. To identify the number of unemployed, but employable residents from communities.

   c. To identify the number of unemployed, unemployable residents from target communities.

d. To determine training needs and plan of action(s) that will lead to problem solutions.

e. To evaluate the effectiveness of group action (s) leading to problem solutions.

METHODS AND PROCEDURES

From 40 - 50 communities with a high index of poverty and low income families will be selected as the focus of this program. Area residents from low income target communities and/or families will be invited to come together to form a broad-based organization that will be designed to focus on and demonstrate the effectiveness of organized group action programs leading toward problem solutions.

Twenty-four community leaders from this organization representing different communities from the target area will be invited to join with personnel from the Cooperative Extension Service in planning, implementing, and evaluating the program outlined in this proposal. This group of leaders will meet monthly to determine progress of the program in terms of its objectives and recommend additional group actions necessary to assure their fulfillment.

Following the organizational and planning phase, a mass meeting will be held at a central location in the five-county area. The purpose of the meeting is to familiarize people from target communities with sources of assistance and all relevant resources which may be mobilized to enhance a satisfying experience of target clientele in regard to group effectiveness and programs leading toward problem solutions.

Personal contacts and interviews with potential recipient families, individuals, and community residents in target area will be made in conjunction with a carefully prepared questionnaire. Employers, both private and public, will be contacted to identify employment opportunities in the Lower Eastern Shore area of Maryland. Agencies concerned with employment opportunities will be invited to collaborate in this endeavor. Full-time program assistants will be employed to complete this phase of the program.

Following an analysis and interpretation of the data gathered, another mass meeting will be held at a central location in the five-county area. This meeting will be held to:

1. Inform the target audience of progress made toward achieving fulfillment of the objectives of this program - Where We Are And Where We Have to Go.

2. Outline follow-up activities that could provide for full participation and/or involvement of potential recipients of the program.

3. Invite members of the broad-based organization to take further initiative that will lead to problem solutions and a satisfying experience.

4. Local organized group initiatives that could develop following the analysis and interpretation of the data, could include:

   (1) Develop a labor pool in collaboration with Employment Security Office to fulfill the opportunities described in a "Job Bank".

   (2) Development and execution of workshops relevant to interviews between potential employer and potential employees.

   (3) Explore the feasibility of locating new industry in the area that is unique to the labor force, et cetera.

   (4) Develop a communication system that will keep target area residents constantly informed of job opportunities in the area and skills needed.

   (5) Encourage establishment of appropriate training programs at UMES and/or elsewhere on the Eastern Shore of Maryland.

PERSONNEL

Extension Agent, C&RD in Dorchester County will serve as chairman of the project at the local level and will have major responsibility for the development, implementation, and evaluation of the project. Extension Agents, C&RD in Somerset, Talbot, Wicomico, and Worcester County will serve as Co-Chairman at the local level and will work with the chairman in development, implementation and evaluation of the project. The Maryland State Cooperative Extension Service Extension Specialist, C&RD, University of Maryland, Eastern Shore and the C&RD State Leader will serve as Project Directors at the State level and will have major responsibility with the local staff in the development, implementation, and evaluation of the project. These persons will serve as members of a steering committee and will assist the Chairman at the local level and Project Directors at State level with the development, implementation, and evaluation of the project.

Other staff members of the County Extension Staffs, Specialists and Administrative Staffs of the Maryland Cooperative Extension Service, will have supportive roles in the program.

A twenty-four member planning committee composed of local residents will participate in all aspects of program planning, program implementation,program evaluation and follow-up activities. They will serve as primary communication linkages with target communities and potential recipients of the program. They will carry out major responsibilities in planning, implementing and follow-up in the program.

Five program assistants will be employed for approximately nine months. The responsibility of the program assistants will be to conduct a comprehensive survey of the target area relevant to objective three of the project and they will be directly involved with all aspects of implementation activities relevant to objective three. They will participate in program planning for the project and will carry out such other responsibilities as determined by the Chairman of the planning committee.

OTHER RESOURCES AND TIME FRAME

This project will be administered and conducted through the regular offices of the Maryland Cooperative Extension Service by the Extension staff identified. It is expected that the five program assistants will be accommodated in the regular Extension offices, with the C&RD Agents.

The time frame for this project is one (1) calendar year. A mass meeting will be held at the beginning of the project and one after the program has been in operation. Regular meetings of the planning committee and extension professionals will be conducted monthly throughout the duration of the project. If successful, continued funding will be requested.

Appendix B

BUDGET - FISCAL '74

CITIZENS EDUCATION FOR IMPROVING THE LEVEL OF LIVING OF LOW-INCOME FAMILIES FROM SELECTED COMMUNITIES ON THE LOWER EASTERN SHORE OF MARYLAND THROUGH ORGANIZED COMMUNITY GROUP ACTION

Personnel	Funding
Program Assistants (5)	$33,335
Secretary, 1/2 time for 12 months (grade 5)	2,858
Staff Benefits (12% of Salary)	4,343
Consultants and Speakers	350
Travel	
Program Assistants (5)	2,500
Facilities and Equipment	
Office equipment, i.e., 1 typewriter, 1 desk chair and 1 file cabinet	900
Office Supplies	625
Postage	200
TOTAL	$45,111

Appendix C

STEERING COMMITTEE FOR THE CITIZENS EDUCATION PROJECT

The Steering Committee of the Citizens Education Project was composed of the following:

1. Mr. Martin G. Bailey, Supervisor, Agriculture
2. Mr. Edward C. Conway, 1st Vice President, COP
3. Mr. Leon Johnson, C&RD Agent, Somerset County
4. Dr. Jerome Klement, State Leader, C&RD (Project Co-Director)
5. Mr. Amos Mitchell, President, COP
6. Mr. George Monroe, C&RD Agent, Worcester County
7. Mr. James Perkins, C&RD Agent, Dorchester County
8. Mr. Garnie Polson, C&RD Agent, Wicomico County
9. Mr. Robert Rouse*, C&RD Agent, Talbot County
10. Dr. Dean Tuthill*, Specialist, C&RD Extension
11. Dr. Louis C. Thaxton, Specialist, C&RD (Project Co-Director)

Their role was to coordinate and assist the coordinator at the local level and the project directors at the State level in giving direction to the project relative to:

1. Program planning and supervision.
2. Problem analysis.

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*Mr. K. Marc Teffeau replaced Mr. Rouse when he transferred to another county.

*Dr. Dean Tuthill replaced Dr. Klement as co-director in August 1974.

3. Counseling and Training of Program Assistants, CEP.
4. Execution of various phases of the project.
5. Reporting results of project.
6. Preparation of evaluation reports.

Program Assistants - CEP

Dorchester County - Miss Patricia Perry
Supervisor - Mr. James Perkins - CRD Extension Agent

Somerset County - Mrs. Nancy Clayton
Supervisor - Mr. Leon Johnson - CRD Extension Agent

Talbot County - Mrs. Gloria Henry
Supervisor - Mr. K. Marc Teffeau - CRD Extension Agent

Wicomico County - Mr. Derrick Jones
Supervisor - Mr. Garnie Polson - CRD Extension Agent

Worcester County - Miss Cathy Waters
Supervisor - Mr. George Monroe - CRD Extension Agent

Appendix Table D
General Employment Data for Selected Communities in Dorchester County
by Age-Sex Categories

Summary of Selected Communities Dorchester County		Number of Persons	Employment			Unemployment			Labor Force	Unemployed						
											Not Seeking Employment					
			Total	Full-Time	Part-Time	Total	Employable	Unemployable		Seeking Employment	Total Unemployable	Housewives	Aged	Physically Handicapped	Social Services	Other
Male Head	No.	72	48	46	2	24	4	20	52	4	20	--	14	6	--	--
	%		66.7	63.9	2.8	33.3	5.5	27.8	72.2	7.7			70.0	30.0	--	--
Female Head or Wife	No.	105	53	43	10	52	4	48	57	4	48	3	14	24	7	--
	%		50.5	41.0	9.5	49.5	3.8	45.7	54.3	7.0		6.2	29.2	50.0	14.6	--
Young People (age 25)	No.	46	30	24	6	16	12	4	42	12	4	--	--	4	--	--
	%		65.2	52.2	13.0	34.8	26.1	8.7	91.3	28.6		--	--	100.0	--	--
Other (26+ years)	No.	13	6	6	0	7	2	5	8	2	5	--	4	--	1	--
	%		46.2	46.2	0	53.8	15.4	38.4	61.6	25.0		--	80.0	--	20.0	--
Total	No.	236	137	119	18	99	22	77	159	22	77	3	32	34	8	--
	%		58.1	50.5	7.6	41.9	9.3	32.6	67.4	13.8		3.9	41.5	44.2	10.4	--

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Appendix Table E
General Employment Data for Selected Communities in Somerset County
by Age-Sex Categories

Summary of Selected Communities Somerset County		Number of Persons	Employment			Unemployment			Labor Force	Unemployed						
											Not Seeking Employment					
			Total	Full-Time	Part-Time	Total	Employable	Unemployable		Seeking Employment	Total Unemployable	House Wives	Aged	Physically Handicapped	Social Services	Other
Male Head	No.	104	82	56	26	22	10	12	92	10	12	--	6	6	--	--
	%		78.8	53.8	25.0	21.2	9.6	11.3	88.5	10.9		--	50.0	50.0	--	--
Female Head or Wife	No.	137	76	38	38	61	6	55	82	6	55	55	--	--	--	--
	%		55.5	27.8	27.7	44.5	4.4	40.1	60.7	7.3		100.0	--	--	--	--
Young People (age 25)	No.	32	22	15	7	10	6	4	28	6	4	--	--	3	--	1
	%		68.8	45.9	21.9	31.2	18.7	12.5	87.5	21.4		--	--	75.0	--	25.0
Other (26+ years)	No.	32	16	12	4	16	5	11	21	5	11	--	5	6	--	--
	%		50.0	37.5	12.5	50.0	15.6	34.4	65.6	23.8		--	--	--	--	--
Total	No.	305	196	121	75	109	27	82	223	27	82	55	11	15	--	1
	%		64.3	39.7	24.6	35.7	8.8	26.9	73.1	12.1		67.1	13.4	18.3		1.2

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Appendix Table F
General Employment Data for Selected Communities in Talbot County
by Age-Sex Categories

Summary of Selected Communities Talbot County		Number of Persons	Employment			Unemployment			Labor Force	Unemployed						
											Not Seeking Employment					
			Total	Full-Time	Part-Time	Total	Employ-able	Un-employ-able		Seeking Employ-ment	Total Un-employ-able	House Wives	Aged	Physically Handi-capped	Social Services	Other
Male Head	No.	100	83*	79	2	17	3	14	86	3	14	--	10	4	--	--
	%		83.0	80.9	2.1	17.0	3.0	14.0	86.0	3.5		--	71.4	28.6	--	--
Female Head or Wife	No.	133	86	58	28	47	1	46	87	1	46	18	16	11	--	1
	%		64.7	43.6	21.1	35.3	0.7	34.6	65.4	1.1		39.1	34.8	23.9	--	2.2
Young People (age 25)	No.	28	18	13	5	10	8	2	26	8	2	--	--	--	--	2
	%		64.3	46.4	17.9	35.7	28.6	7.1	92.9	30.8		--	--	--	--	100.0
Other (26+ years)	No.	14	5	3	2	9	0	9	5	0	9	--	4	5	--	--
	%		35.7	21.4	14.3	64.3	0	64.3	35.7	0		--	44.4	55.6	--	--
Total	No.	275	192*	153	37	83	12	71	204	12	71	18	30	20	--	3
	%		69.8	56.2	13.6	30.2	4.4	25.8	74.2	5.9		25.4	42.2	28.2	--	4.2

* Two records in total are incomplete for full-time or part-time.

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Appendix Table G
General Employment Data for Selected Communities in Wicomico County
by Age-Sex Categories

Summary of Selected Communities Wicomico County		Number of Persons	Employment			Unemployment			Labor Force	Unemployed						
											Not Seeking Employment					
			Total	Full-Time	Part-Time	Total	Employable	Unemployable		Seeking Employment	Total Unemployable	House Wives	Aged	Physically Handicapped	Social Services	Other
Male Head	No.	21	13	13	--	8	1	7	14	1	7	—	5	2	—	—
	%		61.9	61.9	--	38.1	4.8	33.3	66.7	7.1		—	71.4	28.6	—	—
Female or Wife	No.	23	10	10	--	13	3	10	13	3	10	2	3	2	3	--
	%		43.5	43.5	--	56.5	13.0	43.5	56.5	23.1		20.0	30.0	20.0	30.0	--
Young People (age 25)	No.	67	24	23	1	43	37	6	61	37	6	—	--	--	--	6 (students)
	%		35.8	34.3	1.5	64.2	55.2	9.0	91.0	60.7		—	--	--	--	100.0
Other (26+ years)	No.	20	5	5	--	15	11	4	16	11	4	—	2	1	--	1
	%		25.0	25.0	--	75.0	55.0	20.0	80.0	68.7		—	50.0	25.0	--	25.0
Total	No.	131	52	51	1	79	52	27	104	52	27	2	10	5	3	7
	%		39.7	38.9	0.8	60.3	39.7	20.6	79.4	50.0		7.4	37.1	18.5	11.1	25.9

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Appendix Table H
General Employment Data for Selected Communities in Worcester County
by Age-Sex Categories

Summary of Selected Communities Worcester County		Number of Persons	Employment			Unemployment			Labor Force	Unemployed						
											Not Seeking Employment					
			Total	Full-Time	Part-Time	Total	Employable	Unemployable		Seeking Employment	Total Unemployable	House Wives	Aged	Physically Handicapped	Social Services	Other
Male Head	No.	27	26	26	0	1	0	1	26	0	1	--	1	--	--	--
	%		96.3	96.3	--	3.7	—	3.7	96.3	0		--	100.0	--	--	--
Female Head or Wife	No.	36	26	15	11	10	5	5	31	5	5	3	1	1	--	--
	%		72.2	41.7	30.5	27.8	13.9	13.9	86.1	16.1		60.0	20.0	20.0	--	--
Young People (age 25)	No.	11	7	6	1	4	4	0	11	4	0	--	--	--	--	--
	%		63.6	54.5	9.1	36.4	36.4	--	100.0	36.4		--	--	--	--	--
Other (26+ years)	No.	1	0	0	0	1	0	1	0	0	1	--	1	--	--	--
	%		--	--	--	100.0	—	100.0	--	--		--	100.0	--	--	--
Total	No.	75	59	47	12	16	9	7	68	9	7	3	3	1	--	--
	%		78.7	62.7	16.0	21.3	12.0	9.3	90.7	13.2		42.9	42.9	14.2	--	--

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Appendix I

CAREER EDUCATION IN OHIO

Career education is defined as a program which endeavors, through the regular curriculum, to provide all youth in the school with motivation toward the world of work orientation to the many job opportunities available and exploration of occupations consistent with individual interests and abilities which help youth benefit from and plan for pre-professional instruction or vocational education. The career education program also provides pre-professional instruction leading to further education, vocational education leading to successful entry and advancement in an occupation of personal choice, and training, retraining and upgrading instruction throughout an individual's work life which is consistent with the technology of the world of work and the individual interests and the needs of out-of-school youth and adults.

The successful career education program combines the efforts of the home and the school to prepare youth for successful entry into the world of work. The school integrates the career motivation, orientation and exploration program with the regular curriculum and includes a strong family life program to develop the positive influence of the home to its fullest potential.

A total career education program consists of the following phases:

1. A total Family Life Program within the school curriculum with special emphasis for disadvantaged people to help improve the care and motivation of pre-school children and assure a more positive impact of the home on the needs of school age youth.

2. A Career Motivation Program for all youth in kindergarten through Grade six which develops a positive attitude toward the world of work, inspires respect for all work and creates a desire to be a part of the world of work.

3. A Career Orientation Program in Grades seven and eight which provides all youth the opportunity to become aware of the many occupations open to those who prepare for them.

4. A Career Exploration Program in Grades nine and ten, or age fourteen and fifteen, which provides all youth with the opportunity to examine and gain firsthand experiences with several career opportunities consistent with individual interests and ability.

5. A Career Preparation Program for youth age sixteen and above which includes:

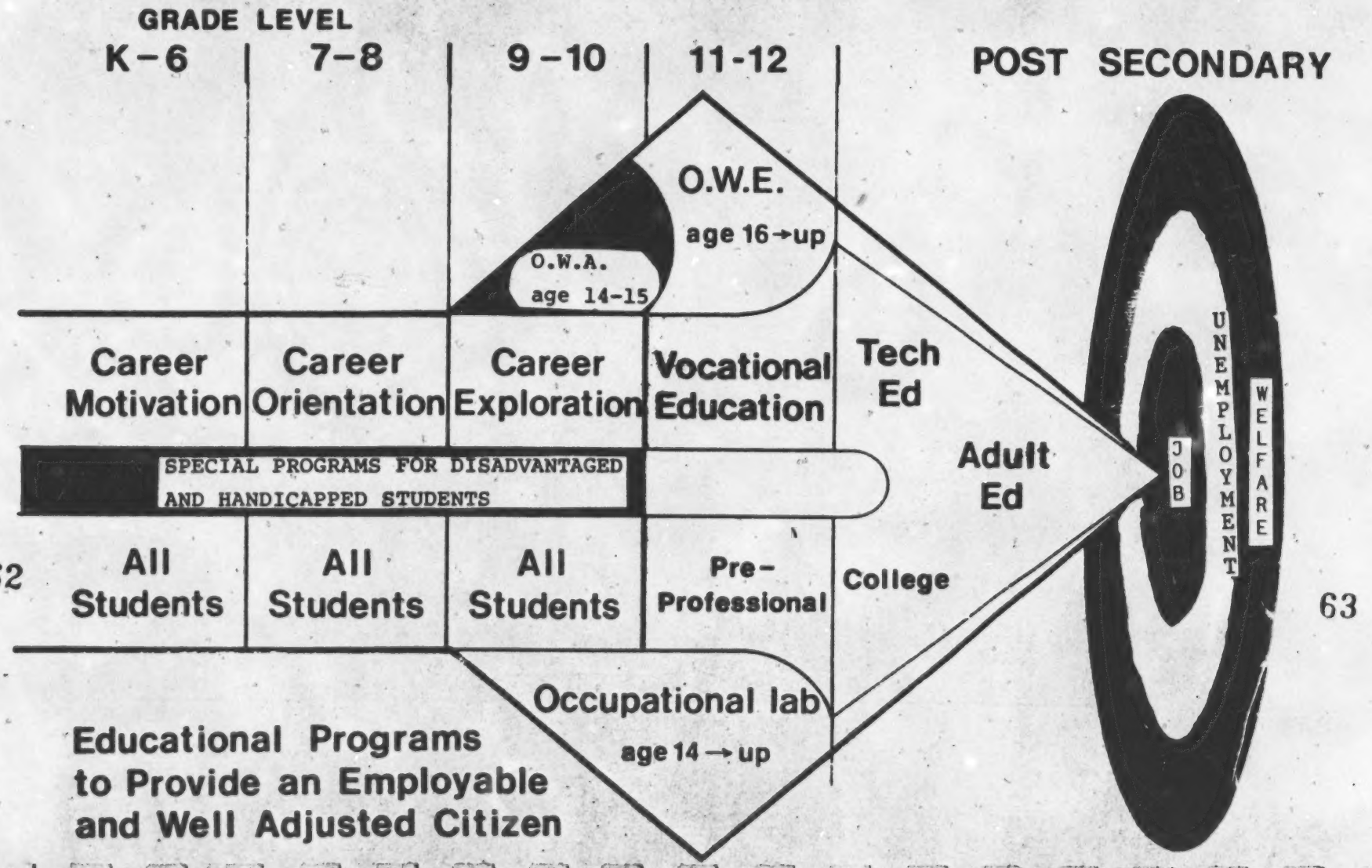
   A. A comprehensive vocational education program which provides job skills and technical knowledge and develops work habits and attitudes in preparation for employment and

   B. A comprehensive pre-professional education program which provides knowledge and foundations in preparation for professional education beyond high school.

6. A Career Training, Retraining and Upgrading Program for out-of-school youth and adults which provides the opportunity throughout adulthood to train, retrain and upgrade skills as technology changes and societal and individual needs and desires dictate.

OHIO STATE DEPARTMENT OF EDUCATION · DIVISION OF VOCATIONAL EDUCATION

OHIO'S CAREER DEVELOPMENT CONTINUUM



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